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|  | **Millfields** **First** **School****Person** **Specification:** **Inclusive** **Teaching** **Assistant** |
|  | **Essential** | **Desirable** |
| **Qualifications** | TA training level 2 or 3GCSE C or above (or equivalent) in maths and English | Current First Aid qualification |
| **Experience** | Experience working with children with SEND (e.g., autism, ADHD, speech and language needs, sensory processing difficulties) | Experience working 1:1 or in small groups with children with SEND.Experience with alternative communication methods, such as PECS, Makaton, or assistive technology |
| **Knowledge** **and** **understanding** | Knowledge and understanding of: how children develop;how to support children in literacy and numeracy; supporting children with Special Educational Needs;how children learn and how to motivate them. | Knowledge of EHCPs and targeted intervention programmes |
| **Skills** | Be able to: * use differentiation and adaptive strategies to support learning
* use positive behaviour management strategies
* work with an individual or a group
* reinforce teaching points during teacher input;
* clear up misunderstandings and sort out misconceptions;
* teach new concepts as agreed with the class teacher;
* model acceptable behaviour;
* discuss with children their understanding of learning objectives;
* suggest ways of developing learning;
* encourage good social skills;
* A flexible and proactive approach to problem-solving in a learning environment

support children on a 1-1 / small group basis | Training in Team Teach, de-escalation techniques, or trauma-informed approaches |
| **Personal** **attributes** | A **caring, patient, and nurturing** approachStrong **communication and interpersonal skills** to liaise with staff, parents, and external professionalsWillingness to support **pupils’ emotional regulation and well-being****Commitment to safeguarding** and promoting the well-being of all pupilsAbility to build and sustain positive relationships with children and adultsAbility to balance professionalism with a caring and helpful attitudeA commitment to equal opportunitiesA commitment to maintaining confidentiality as appropriate to the roleExcellent punctuality, attendance and professional presentation | A flexible and adaptive attitude |

The criteria listed above will be assessed through the application and interview process